

PARTNERSHIP COUNCIL MEETING

MINUTES 12 May 2005

Attendees: Michael Bliss Pete Barger Glen Miller Jerry Pershica Charles Cuaderes
Jack Musgrove Tracy Isham Gary Blough Joe Gilmore Randy Leathers Kevin Beck
Carlos Cascante

Guest: Cindy Tinkham-OKHRO-LR
Joe Merkle-OKSAFE

Recorder: Donna Kendall

1. **Meeting Called to Order:** 12 May 2005 at 1017 at JFHQ, Oklahoma City, Oklahoma

2. **Co-Chairman:** CPT Clifton (Pete) Barger and Mr. Michael Bliss

3. **Old Business:**

a. Union Partnership Council Members. Leroy Scott has taken an AGR position; Michael Bliss is the acting President. Elections for Officers is scheduled to take place on 9 June 2005. After elections, the union will appoint individuals to council. (**Further Action:** suspense 9 June 2005).

b. Leave Claim Credit. People are starting to get restored leave. Those retired or otherwise separated should receive compensation at the amount they were paid at that time (i.e., 1999 pay per hr.) NOTE: Leave is credited back in 8 hr days not more than 32 per year.

4. **New Business**

a. Introductions:

MAJ Cindy Tinkham-Labor Relations replacement of Mr. Bill Carter.

MAJ Glen Miller of CSMS to replace MAJ Warren Griffis as a management member representing the ground services side.

MAJ Joseph Merkle from OKSAFE with subject matter expertise in the field of safety and to participate in an unbiased manner.

b. National Security Personnel System (NSPS):

Changes Human Resources in several ways. Brumsfield brought this to reform civil service into a more efficient system. (Handout given—see attached) The reform calls for grouping occupations into pay bands. The salary, locality, cost of living etc is put into a pay pool. They appraisals will be used to determine whether or not a pay increase is to be given and if there is enough pay in the pay pool. Pay for performance. The appraisals will change greatly from the current pass/fail appraisal and are within TAG's authority. All contracts with the union will need to be renegotiated. The agreement with the TAG to continue the Partnership Council will remain in effect. Hiring procedures will be different. Labor Relations start changing in July. Spiral 1 of the change has begun, we are in Spiral 2 (target date January 2007. Training will be extensive. Information will be forwarded as it becomes available. (Previous information sent 28 April 2005 distribution A; see site: <http://www.cpms.osd.mil/nsps/index.html> for more information.)

c. Change of Membership: Tracy Isham is medically retiring from the National Guard. Tracy was a member of the last contract negotiations team and asset to the partnership council for several years. Thank you for your service; you will be missed.

d. Official Time Reporting: A draft TPR 100 and new OKNG Form 904-1 has been created to update the process of reporting official union time to work with the current pay system. The timekeeper can input the union code and MAJ Tinkham receives a report of the union time usage. Also, the new form uses only four (4) codes. Code BA and BB are for negotiations only—if these codes are used then MAJ Tinkham would already know because the contract negotiation team would be present. Meetings with local management, such as Partnership Council, is BD and Grievances are BK.

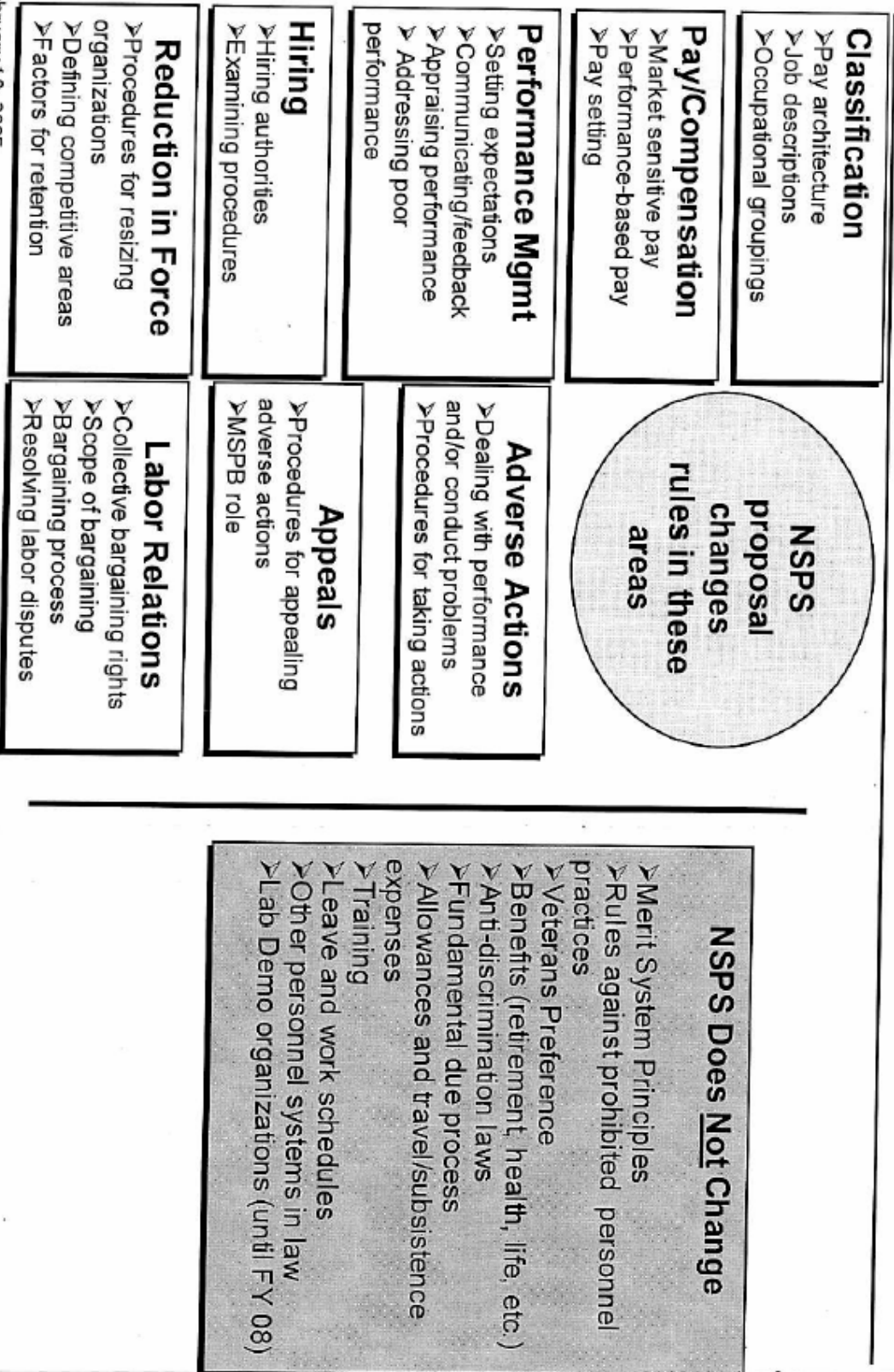
5. **Next Meeting:** The next scheduled Partnership Council Meetings is 15 September 2005 beginning at **1000hrs** at **CSMS, Norman, OK.**

6. **Adjournment:** There being no further business, the meeting was adjourned.

Labor and management work together to identify problems in the maintenance arena. We identify a situation that requires attention, identify the issue, and try to come up with a solution that meets labor, management, and organizational needs. We don't create policy--we recommend resolutions.—Partnership Council Minutes 7 Jan 03



NSPS Major Design Elements



February 10, 2005

RECORD OF OFFICIAL TIME FOR UNION RELATED ACTIVITIES

| Name of Supervisor | Organization & Location | Duty Phone Number | Period Ending (month) |
|--------------------|-------------------------|-------------------|-----------------------|
|--------------------|-------------------------|-------------------|-----------------------|

INSTRUCTIONS

Document the amount of official time used and record in the time and attendance system in increments of 15 minutes using the following DFAS codes. Maintain this record in accordance with TPR 100 (supervisory responsibilities). For assistance contact the Human Resources Office (HRO)/Labor Relations Specialist (LRS).

| <u>CODE</u> | <u>DESCRIPTION</u> | <u>CODE</u> | <u>DESCRIPTION</u> |
|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| BA | Term Negotiations. Time used to prepare for and negotiate a basic collective bargaining agreement. Includes time spent renegotiating an existing agreement. | BD | Labor- Management Relations. Time used for meetings between labor and management officials to discuss general conditions of employment, committee meetings, labor relations training and participation in investigative meetings. |
| BB | Midterm Negotiations. Time used to bargain over issues raised during the life of a term agreement. | BK | Grievances and Appeals. Time used in connection with grievances, arbitrations, adverse actions, EEO complaints, and other complaints and appellate processes. |

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